

Do you have a demonstrated record of operational excellence, passion for youth and STEAM and exceptional communication and organizational skills? Come work with us.

As Canada's leading STEAM and Entrepreneurship based enrichment program for high school students, Shad Canada is currently looking to add an Alternative Programs Manager to our growing team. Based in Waterloo, you will support the Alternative Programs portfolio and will have direct responsibility for the coordination, implementation and delivery of pilot program opportunities.

**Application Deadline:** December 1, 2021

### About Us

Shad is a STEAM and entrepreneurship program for students in grades 10 and 11. During the immersive month-long program, students live on campus and participate in a real-world design challenge that prepares them to take on social and economic challenges. Shad's program is transformational and life-changing and many participants go on to innovate and start their own businesses. Shad has been running since 1980 and has more than 20,000 alumni.

Shad's goal is to significantly expand its impact by reaching more high school-aged youth in Canada through new models beyond its current campus-based summer program. The development of alternative programs at Shad requires innovation, creative thinking, bold ideas and a strong understanding of the interests and needs of youth.

### About You

The ideal candidate is a self-starter who has strong project management skills, has experience with design thinking and has excitement for innovation in education and designing inclusive learning environments.

Successful applicants will have the following skills and characteristics:

- Strong project management skills and experience organizing and implementing multiple projects
- Experience with design thinking and user research
- Proficient in working in teams and integrating diverse perspectives.
- Experience facilitating learning with high school students
- Enjoys working in collaborative and virtual environments
- Excellent interpersonal and communication skills
- Adaptable and able to be responsive based on project needs and expectations
- An excitement for innovation in teaching and learning and, building accessible and inclusive environments.



## About the Role

The Shad Alternative Programs Manager will be responsible for coordinating the project plans for the design thinking stream of Shad Alternative Programs. The Manager will also be responsible for the operations of existing pilot opportunities including the implementation of risk management policies, coordination with partners and the development of pilot materials and tools.

Specific responsibilities will include:

- Working with the Shad Alternative Program design thinking team to conduct ethnographic and empathy-based research and to develop and test program prototypes.
- Coordinating the project plan for the design thinking stream of alternative programs including the management of timelines, collection and analysis of data and coordinating with various project partners.
- Management of operations for existing pilots including the implementation of risk management policies, recruitment and scheduling of project participants, management of digital tools and platforms and support the development of pilot materials. May include some facilitation and delivery of program content.
- Assist with research to develop models for integrating Shad programming into credit bearing courses across Canada with both public, private and independent schools.
- Working in collaboration with other teams at Shad, leading our partnership efforts with organizations who work with youth currently underrepresented in Shad program cohorts.

For most of the year, this role will have regular business hours. This position may require some pan-Canadian travel. Given the nature of the Shad program, hosted at campuses across the country, all Shad team members are not eligible for vacation during the month of July or other period(s) when a Shad program occurs.

Shad Canada values the diverse and intersectional identities of its participants and team members. We believe that equity and diversity is an integral part of the Shad community and are committed to accessibility for all. We look for applicants who embrace our values of equity, anti-racism and inclusion. As such, we encourage applications from candidates who have been historically disadvantaged and marginalized, including applicants who identify as First Nations, Métis and/or Inuit/Inuk, Black, racialized, a person with a disability, women and/or 2SLGBTQ+. All qualified candidates are encouraged to apply.

***Interested applicants apply to [hire@shad.ca](mailto:hire@shad.ca) by December 1, 2021. Please include a cover letter along with your CV and include the position you are applying for in the Subject Line.***

We thank all applicants but only those selected for an interview will be contacted.

***Join us in pushing the boundaries of possibilities***

